

4: 22 cv 1218

BUFFALO POLICE Complaint List				Report Date: 7/25/2022
Date Range: 07/13/2022 - 07/13/2022				
Complaint	Date	Call Type	Disposition(s)	Address
22-1940878	07/13/2022 18:06:21	LABOR DISPUTE	1. Advised	95 MAIN ST BUF (B3) Priority: 3

Total Complaints: 1

RE: TROUBLE w/ Employee
IN the dishwashing room 7th Floor!
Employees are harassing him for
calling police

FILED
SCRANTON

AUG 05 2022

PER

DEPUTY CLERK

1

7/27/22, 6:36 AM

20220727_062515980_001.jpg



July 20th, 2022

Dashon Hines
124 Fulton St
Apt 5C
Buffalo, NY 14204

RE: Termination of Employment

Dear Dashon,

We have conducted an investigation regarding your behavior in the workplace, most recently during your shift on Wednesday July 13th, 2022. Based on our investigation, we have concluded that you have violated Shaner Policy-Prohibited Conduct:

Infractions of this policy violation included but was not limited to:

- Insubordination: refusing to obey any reasonable instructions issued by your manager pertaining to your work or refusal to help on a special assignment.
- Workplace bullying such as abusive or offensive language, unwelcome behavior, unreasonable insults or criticism, teasing, trivializing of work or achievements and exclusion or isolation.
- Obscene or abusive language in the workplace; rudeness towards a customer or fellow associate; any disorderly/antagonistic conduct or profanity on company premise.

This is behavior that we cannot tolerate in the hospitality industry. Therefore, we are terminating your employment with the Company effective today. A final paycheck will be produced to compensate you for all hours worked and all accrued, unused Paid Time Off. If you have questions, please contact me at 716-852-0049.

Sincerely,

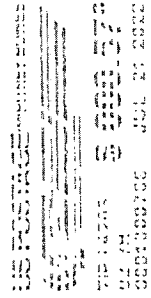
A handwritten signature in black ink, appearing to read 'Taylor Costanzo'.

Taylor Costanzo
Human Resources Manager

Cc: Huseyin Taran, General Manager
Corporate Human Resources

7/27/22, 6:35 AM

20220727_062515980_002.jpg

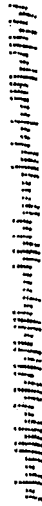


0004089700

BUFFALO MARRIOTT HARBORCENTER
95 MAIN STREET
BUFFALO, NEW YORK 14217 USA

DASHON HINES
124 FULTON ST.
APT 5C
BUFFALO NY 14204

14204\$2278 0008



7/28/22, 9:06 AM

latest federal law on call 911 as a protected activity in the workplace - Google Search

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Ad · <https://www.bandwidth.com/> : (844) 567-4983**e911 Regulations Guide - Free Guide - Read Now - bandwidth.com**

Kari's Law and RAY BAUM's Act are changing rules and regulations around 911. Learn what they are and what steps you'll need to take to be in compliance. Read Now! Free Signup. World Class Support. Incredible Reliability. Maximum Control. Unrivaled Quality.

E911 for VoIP and UC

911 is complex, we make it easy See how!

E911 for Microsoft Teams

Get started with E911 for Teams Free webinar - watch now!

<https://www.osha.gov/workers> :**OSHA Worker Rights and Protections**

Federal law entitles you to a safe workplace. Your employer must keep your workplace free of known health and safety hazards. You have the right to speak up ...

People also ask :

What is considered protected activity in the workplace? ^

Examples of protected activity include: **Complaining to a supervisor or HR about alleged discrimination against oneself or others**; threatening to file a charge of discrimination; or refusing to obey an order that you reasonably believe to be discriminatory.

<https://www.workharassment.net/about/retaliation>**Know Your Rights: Retaliation, Protected Activity and Adverse Action**

Search for: What is considered protected activity in the workplace?

What is protected activity under the NLRA? v

What kind of activity is protected by Section 7 of the NLRA? v

What would EEOC call protected activity? v

What are examples of concerted activities? v

What's a protected activity? v

Feedback

<https://www.dol.gov/human-resources-center/policies> :**DOL Workplace Violence Program - U.S. Department of Labor**

Any individual observing violent or threatening behavior which poses an immediate danger to persons or property is expected to: **Call 911** and other appropriate ...

<https://www.dol.gov/legacy/files/whdfs8.pdf> :**Law Enforcement and Fire Protection Employees Under the ...**

Law enforcement personnel are employees who are empowered by State or local ordinance to

7/28/22, 9:06 AM

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Interfering with employee rights (Section 7 & 8(a)(1))

Activity is "protected" if it concerns employees' interests as employees. An employee engaged in otherwise protected, concerted activity may lose the Act's ...

Missing: 911 | Must include: 911

<https://oer.ny.gov/equal-employment-opportunit...> PDF

EQUAL EMPLOYMENT OPPORTUNITY In New York State

New York State has long been committed to the principle that all individuals in the State should have an equal opportunity to enjoy a full and productive ...

<https://www.whistleblowers.gov>

The Whistleblower Protection Programs | Whistleblower

By calling OSHA to complain about the fire hazard, the worker engaged in protected activity under one of the whistleblower laws administered by OSHA.

Missing: 911 | Must include: 911

<https://adata.org/guide/americans-disabilities-act-que...>

The Americans with Disabilities Act Questions and Answers

The ADAAA made a number of significant changes to the definition of "disability." The law required the U.S. Equal Employment Opportunity Commission (EEOC) to ...

<https://www.laccd.edu/OfficeOfDiversity/Pages/Di...>

Discrimination, Harassment, & Retaliation (DHR)

Retaliation is adverse employment or education action taken against someone based ... discrimination, or harassment as prohibited by state or federal law.

<https://civilrights.justice.gov>

Contact the Civil Rights Division | Department of Justice

Civil rights laws can protect you from unlawful discrimination, harassment, or abuse in a variety of settings like housing, the workplace, school, voting, ...

<https://www.eeoc.gov/facts-about-retaliation>

Facts About Retaliation | U.S. Equal Employment Opportunity

Other acts to oppose discrimination are protected as long as the employee was acting on a reasonable belief that something in the workplace may violate EEO laws ...

Missing: 911 | Must include: 911

People also ask

What is not a protected activity?



What is the difference between protected and unprotected concerted activity?



What are protected activities with regard to harassment?



Feedback

<https://www.upcounsel.com/protected-activity>

Protected Activity: Everything You Need to Know

Protected activity is essentially legal definition that defines activities that workers may engage in without fear of retaliation by supervisors or employers.

<https://www.plbsh.com/Blog>

What Is Protected Activity?

7/28/22, 9:05 AM

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X

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<https://www.health.ny.gov> › opioid_overdose_prevention

New York State's 911 Good Samaritan Law Protects YOU

The law empowers you to save a person's life. The law encourages anyone to call 911 when they see or experience a drug or alcohol overdose.

<https://www.ny.gov> › default › files › atoms › files › doc

Sexual Harassment Policy for All Employers in New York State

Sexual harassment is against the law and all employees have a legal right to a workplace free from sexual harassment and employees are urged to report sexual ...

<https://www1.nyc.gov> › site › about › press-releases › 2...

Press Release - NYC.gov

Jun 21, 2022 — **New Yorkers** who do not have an air conditioner can call 311 or check online to find out whether they qualify for a **free** air conditioner ...

<https://www.aclu.org> › women-and-criminal-justice › ac...

Across New York, People of Color and the Poor Can Face ...

Aug 10, 2018 — These local laws, which are also sometimes called crime-free ordinances or criminal activity nuisance ordinances, allow a city to label a ...

<https://www.nyclu.org> › know-your-rights › what-do-if...

What to Do If You're Stopped by the Police | ACLU of New York

Interacting with police can be stressful, and these situations can quickly escalate. It's important to know your rights and what an officer can legally ...

<https://www.eeoc.gov> › facts-about-retaliation

Facts About Retaliation | U.S. Equal Employment Opportunity

Asserting these EEO rights is called "protected activity," and it can take many ... Employers are free to discipline or terminate workers if motivated by ...

Missing: york | Must include: york

People also search for

good samaritan law	good samaritan law fact sheet
911 good samaritan law states	good samaritan law drug overdose
good samaritan law new york first aid	good samaritan lawsuit

<https://www.osc.state.ny.us> › sexual-harassment-policy

Sexual Harassment Policy for the Office of the State Comptroller

Sexual harassment can occur between any individuals, regardless of their sex or gender. **New York Law protects** employees, paid or unpaid interns, and non- ...

<https://civilrights.justice.gov>

Contact the Civil Rights Division | Department of Justice

Civil rights laws can protect you from unlawful discrimination, ... If you or someone else is in immediate danger, please call 911 or local police.

<https://casetext.com> › ... › SD NY › 2021 › August

Buchanan v. City of New York, 556 F. Supp. 3d 346 - Casetext

Aug 23, 2021 — In addition to investigating police misconduct, the CCRB holds monthly open meetings and releases periodic reports on its activities and ...

7/28/22, 9:03 AM

Gmail - Unemployment Insurance Weekly Claims Report Update



Dashon Hines <dashonhines@gmail.com>

Unemployment Insurance Weekly Claims Report Update

1 message

United States Department of Labor <subscriptions@subscriptions.dol.gov>
 Reply-To: subscriptions@subscriptions.dol.gov
 To: dashonhines@gmail.com

Thu, Jul 28, 2022 at 8:31 AM


You are subscribed to Unemployment Insurance Weekly Claims Report for the U.S. Department of Labor. This information has recently been updated.

In the week ending July 23, the advance figure for seasonally adjusted initial claims was 256,000, a decrease of 5,000 from the previous week's revised level. The previous week's level was revised up by 10,000 from 251,000 to 261,000. The 4-week moving average was 249,250, an increase of 6,250 from the previous week's revised average. The previous week's average was revised up by 2,500 from 240,500 to 243,000.

Read the full news release.



Stay up to date with everything that is happening at the Department of Labor by subscribing to our weekly newsletter. You'll get the latest news, information about upcoming DOL events, stories about the impact of DOL programs on individuals and much more delivered to your inbox every week!

 Dept. of Labor Logo Questions? Contact Us

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